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Come to the first meeting of the HPPC People of Color Working Group!

When:

Wednesday, August 30th
1 PM - 3 PM

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an impact on HIV Prevention in
communities of color

ensure people of color have a
meaningful voice in HPPC activities

Side:

- Seats of the Working Group
- What do we need in order to get the work done?

We will have a light snack too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

NOTE: All meetings are open to the public and
are held in handicapped accessible facilities.

Come to the first meeting of the HPPC People of Color Working Group!

When: Wednesday, August 30th
1 PM - 3 PM

DOCUMENTS DEPT.

Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.)
in the Sanctuary

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Why: Have an impact on HIV Prevention in
communities of color

Make sure people of color have a
meaningful voice in HPPC activities

Agenda Items Include:


- Check-in
- Goals of the Working Group
- What do we need in order to get the work done?

We will have a light snack too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

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are held in handicapped accessible facilities.*



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HIV PREVENTION PLANNING COUNCIL (HPPC)
People of Color Working Group
Minutes of First Meeting
August 30, 2000

Members Present	Members Absent	Guests
Yvette Flunder	Gwen Smith	Grace
Al Cunningham	Tae-Wol Stanley	Gwen White
Martha Ugarte-Ortiz		Tulanda McGill-Mershawn
Edd Lee		Donna Booker
Teresa Betancourt	Staff	Support Staff
Erick Brown	Gigi Gregory, HPS-A0	Amani Flood, Polaris R&D
Janetta Johnson	Lisa Reyes, HPS-A0	

The meeting convened at 1:23 p.m.

The meeting was co-chaired by Al Cunningham and Rev. Yvette Flunder

1. Presentation of Proposed Agenda and Call for Agenda Items

Members were presented with a proposed agenda, and asked to brainstorm their agenda ideas. The proposed agenda was modified to include members' suggestions. The final agenda was as follows:

- I. Introductions
- II. Top Three Concerns
- III. Intra/Intercultural Issues
- IV. Organizational Issues:
 - Meeting frequency
 - Style
 - Interface with the full Council

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2. Introductions

Attendees introduced themselves and shared their representation.

3. Top Three Concerns

Concerns introduced were:

- Involvement of non-people of color on working group
- How do we deal with the struggle in the larger community
 - a. Eurocentric format of the Council and its meetings
 - b. Scheduling of meetings 9-5 an institutional barrier to working people
 - c. Resources needed to do the work: staffing, minutes, food, etc.
- How AIDS Initiative (Congressional Black Caucus) money is spent
- AIDS dissidents – Race/Class issues
- Research inclusivity of people of color/ women/ youth
- More people of color specificity in statistics reporting
- Rates of infections may show people of color to be greater affected
- Transgender issues in addition to people of color

HIV PREVENTION PLANNING COUNCIL (HPPC)

People of Color Working Group

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Model inclusivity

Cultural competency issues for full council

The way communities are lumped together

This list will be distributed by e-mail to all working group members and they are asked to choose their top three and be prepared to share them at the next meeting.

4. Discussion on Intra/Inter Cultural Issues

Although this agenda item was not formally discussed, the topic was touched upon during the overall discussion. While no decisions were made at this meeting, it was agreed that this is a topic that will need to be discussed in depth.

5. Organizational Issues: Meeting Frequency, Style and How to Interface with the Full Council

It was decided to set the next meeting today and revisit the issue of setting a regular schedule. The next meeting will be on Tuesday, September 26th, 1:00 – 3:00 p.m., at the Ark of Refuge, 1025 Howard Street.

It was suggested to conduct meetings of this Work Group informally, with decisions being made by consensus, and it was agreed by consensus to do that.

It was decided to involve the DPH staff who are present at today's meeting in this working group. Gigi and Lisa were asked to check the Bylaws for direction on how to structure the working group so as to minimize bureaucracy, membership application procedures, etc.

It was decided to invite all people of color on the Council, its committees and the DPH staff to attend the working group meetings. Membership will be revisited in the future to determine whether and to whom to extend membership and attendance invitations.

The meeting adjourned at 3:11 p.m.

Minutes prepared by Amani Flood of Polaris Research & Development, Inc.,

Minutes reviewed by Al Cunningham, Acting Co-chair, and Gigi Gregory and Lisa Reyes, DPH-AO staff

Come to the 2nd meeting of the HPPC People of Color Working Group!

When: Tuesday, September 26th
1 PM - 3 PM

DOCUMENTS DEPT

Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.)
in the Sanctuary

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Why: Have an impact on HIV Prevention in
communities of color

Make sure people of color have a
meaningful voice in HPPC activities

Agenda Items Include:

- Check-in
- Three top concerns
- Interface with the larger Council
- Discussion of CDC HIV Prevention Strategic Plan

We will have a light snack too!

Questions or concerns?
Call Gigi @ 554-9551 or Lisa @ 554-9061

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are held in handicapped accessible facilities.*

HIV PREVENTION PLANNING COUNCIL (HPPC)
People of Color Working Group
Minutes of First Meeting
September 26, 2000

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Members Present	Members Absent	Support Staff
Yvette Flunder	Marta Ugarte-Ortiz	Rona Esquieres.
Al Cunningham	Tae-Wol Stanley	<i>Polaris R&D</i>
Gwen Smith	Carla Clynes	
Maria Rinaldi	Edd Lee	
Mazdak Mazarei	Janetta Johnson	
L. Mackabee-Anderson		Guests
Theresa Bettancourt	Staff	Jamie Llamos
Erick Brown	Gigi Gregory	Derick Mapp
Brenda Escobar	Lisa Reyes	

The meeting convened at 1:19 p.m.

The meeting was co-chaired by Yvette Flunder and Al Cunningham.

1. Welcome

Yvette Flunder welcomed the attendees and asked the members to begin identifying the group's three major areas of concern. As part of the meeting's agenda, the members will discuss the HPPC's Strategic Plan and what is missing from it with respect to people of color. Yvette briefly reported on her findings relating to South Africa's 5-year Strategic Plan and suggested it be discussed further at some point during the meeting.

2. Introductions/Announcements

Attendees introduced themselves.

The next meeting will be held October 18, 3:00 – 5:00 p.m., again at the Ark of Refuge.

The Iris Center is looking for youth who are self-identified as HIV positives to speak at a youth forum.

Maria brought up concerns she read in the dialogue boxes of the evaluation forms from the previous meeting regarding this committee not being inclusive to all HPPC members. She is also unclear of what the purpose of this committee is. Yvette responded that it had been decided by consensus at the first meeting after a long discussion that the first 2 or 3 meetings of this working group will be exclusive to people of color. How, when, and in what way the committee will incorporate other persons will be discussed later.

3. Discussion of Top Three Concerns

Al reviewed a handout that listed concerns that were generated at the last meeting.

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These included:

1. Involvement of non-people of color
2. How do we deal with the struggle in the larger community?
3. How the AIDS Initiative (CBC) money is spent
4. AIDS dissidents – Race/Class issues
5. Research inclusivity of people of color/ women/ youth
6. More people of color specificity in statistics reporting
7. Rates of infections may show people of color to be greater affected
8. Transgender issues in addition to the issues of people of color
9. Model inclusivity
10. Cultural competency issues within the Council
11. How communities are lumped together
12. Eurocentric format of the Council and its meetings
13. Scheduling meetings during 9am –5pm a barrier to working people

A vote was held. The top issues to tackle first were:

2. How do we deal with the struggle in the larger community?
4. AIDS dissidents and race/class issues
- 5-7 People of color and issues with research, statistics and rates of infection
- 10 Cultural competency issues for the full council

It was decided that all the issues on the original list will be discussed eventually. But 5 top issues were prioritized to be discussed first. This is the order:

1. 5-7 : People of Color and research, statistics and rates of infection
2. Cultural competency issues for the full Council
3. Interface with the full Council
4. AIDS dissidents and race/class issues
5. How minority AIDS Initiative (Congressional Black Caucus) money is spent

Two other major issues were put on the floor at the meeting:

1. Should the members continue to call themselves a working group? Three possible formats are : 1. A caucus 2. A working group 3. A committee
2. Should AI continue to facilitate the discussions and should he report to Steering the top 5 concerns determined by the group.

4. Decisions Made by Consensus

Decisions made by consensus during this meeting included:

1. AI will report to Steering for the People of Color Working Group.

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2. The group does want HPPC resources in the way of staff support, minutes and food.
3. The group decided to remain a working group for now. The group will give itself time to figure out how it will run, how to incorporate other Council members, and what topics will be addressed and tackled within the group.
4. The HIV prevention needs of people of color are not being met and there needs to be a structure by which the People of Color working group can change this.
5. Data pertaining to people of color are not current. Research showing that Black men are the hardest hit by HIV is not being discussed. There needs to be research conducted on transgender people of color.
6. We would like to reach out to Care Council members who are people of color. The target for this is January.
7. There was concern expressed that a person of color should serve as Co-Chair of the Council.
Can language be put in the Policies and Procedures which supports this?

5. Strategic Plan

Nowhere in the CDC guidelines does it state the goal to reduce HIV prevalence in people of color, especially African Americans. Right now the response to HIV is fragmented, broken into BRPs. There is room for interventions at the community-wide level as well as a regional approach.. Two principles to recommend as part of our feedback are:

- a. Fund organizations in collaboration with existing community organizations.
(Why is there no Minority Initiative money in the Bayview?)
- b. Every organization, which receives CDC money, should go through a cultural competency assessment first.

6. Announcement

The Surgeon General will be in S.F. on Tuesday, October 3rd in the Centennial Room of the Hyatt Regency 6PM to 7:30 PM.

7. Next Meeting Agenda for Wednesday, Oct. 18th 3PM-5PM
will include:

1. Drafting a response to the CDC's 5 year plan
2. Beginning to address the top five items decided by this committee.
3. Discussion of what proactive things, such as the cultural competency tool have been institutionalized. Mazdak will talk about this.

The meeting adjourned at 3:15 p. m .

Minutes drafted by Rona Esquienes and prepared by Amari Flood, of Polaris Research & Development. Minutes reviewed by Gigi Gregory, HPS staff.

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Minutes of Meeting
October 18, 2000

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Members Present	Members Absent	Guests
Yvette Flunder	Gwen Smith	Monika H. Ramos
Al Cunningham	Tae-Wol Stanley	Shawnnon Anderson
Maria Rinaldi	Martha Ugarte-Ortiz	
Mazdak Mazarei	Edd Lee	
LaMirdred M-Anderson	Teresa Betancourt	Support Staff
Kyung-Hee Choi	Erick Brown	Rona Esquieres, Polaris R&D
Janetta Johnson		
	Staff	
	Gigi Gregory, HPS-A0	
	Lisa Reyes, HPS-A0	

The meeting convened at 3:32 p.m.

The meeting was co-chaired by Al Cunningham and Yvette Flunder.

1. Introductions and Announcements/Approve Minutes/Review Agenda

Following introductions, Gigi Gregory distributed and briefly introduced the Community Planning Retreats flyer and the Minority Review Project flyer. As requested, Mazdak Mazarei brought copies of the cultural competency tool from Chapter 2 for review and discussion.

Yvette Flunder spoke about the importance of writing to elected officials for the re-appropriation of the CBC Minority Aids Initiative money, which currently accounts for \$550 million dollars of funds to communities of color. She will be attending the Pan African conference in Nashville in November on behalf of UCSF and the Congressional Black Caucus to discuss strategies for the country and the continent. She reported that several members from the Congressional Black Caucus and other POC groups will embark on a missionary journey to 3rd world countries, including South Africa, to get a hands-on global perspective as it relates to the Aids epidemic.

Copies of the minutes from September 26, 2000 were distributed to new members and guests who did have a copy. Al asked if there were any corrections to the minutes. There being none, the minutes from September 26, 2000 were approved.

Members were presented with the proposed agenda. It was suggested that the most important items to be discussed, with time permitting, should be the Response to CDCs' 5 year plan and discussion on the Co-Chair candidacy for the November election.

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2. Feedback on abstract for CPLS Summit

Gigi spoke about the abstract she is working on, for an affinity session to be presented at the community-planning summit in March. A handout was distributed which summarized the objectives and methods for this affinity session. Gigi announced that it would be submitted on Friday, October 20. Any feedback or suggestions until then should be brought to her attention.

3. Response to CDC's 5 year plan

Al listed the 4 goals stated in the CDC's 5 year plan (see page 9 of the plan) and opened the floor for discussion on how the group will respond.

The 4 goals in the plan are:

1. Reduce new U.S. HIV infection by half
2. Increase HIV positive-status awareness by 1/3
3. Increase HIV positive interventions by half or more
4. Reduce transmission and improve care through partnership with resource-confined countries

The goal of this group, in response to the CDC, will be to address issues lacking in the plan and add recommendations specific to the needs of people of color. With the help of DPH staff, the group will come up with a statement to submit as a direct response to the CDC.

The list of issues that members felt should be integrated in the plan, based on the discussion, were:

- POC issues should be addressed (No where in the document will you find a goal about the reduction of HIV infection in people of color)
- Transgender issues
- Cultural competency
- Pushing for controlled environments in clinical trials of people of color
- Men who have sex with transgender (MSTs)
- Substance abuse within the transgender population
- People of color goals should be incorporated in the top 4 goals
- Push for a definition of cultural competence
- Risk factors and differences between groups of POCs
- Provide incentives for testing, staying negative, and treatment adherence
- Training and certificate programs on transgender issues to foster acknowledgment, credibility and empowerment
- Define who people of color are (Asian Pacific Islanders are not mentioned in the plan)
- Increase extensive training for front line health care professionals
- Increase peer group counseling among POC youth and transgender
- Deliver comprehensive sex-related educational services

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Yvette voiced the concern that a significant number of MSM, particularly within communities of color and religious communities, do not identify themselves as gay or bi-sexual. This is a barrier directly affecting people of color and should be an item to address.

Maria added to this point by referring to a comparative study done on MSM-IDU HIV + men in San Francisco and New York. According to the results, approximately 7% of the African-Americans in the study did not identify themselves as gay or bi-sexual. Another study that was done on Latino and African American non-IDU males living in San Francisco indicated that Latinos have the highest rate of unprotected sex suggesting that they would be more at risk, however the rate of infection of African-Americans is significantly higher than that of Latinos.

It was decided that this group would work together to come up with some recommendations without passing through so many loops. Therefore, it will go through Steven Tierney but will not be considered an official document of the HPPC. Maria Rinaldi would inform the co-chairs at the next meeting that this process is being done. Al Cunningham volunteered to synthesize members' comments and send them to Steven and the CDC.

4. Cultural Competency Discussion

In the interest of time, the discussion was tabled for the next meeting as the next item of priority. It was recommended that members read over the cultural competency handout for feedback and discussion. A presentation of how this document came to be and how this group could influence the understanding of cultural competency will be discussed at that time.

5. Co-Chair Candidacy for November HPPC election

Maria gave an update on the timeline and process for the upcoming election. For community representation and parity, members felt that the next HPPC Co-Chair should be a female person of color.

6. Date and Location of Next Meeting

The next meeting was scheduled for November 15, 2000 from 12 to 2 p.m., at the Ark of Refuge, 1025 Howard Street.

Meeting adjourned at 5:02 p.m.

*Minutes prepared by Rona Esquienes of Polaris Research & Development, Inc.,
Minutes reviewed by Gigi Gregory HPS/AO staff*

Come to the HPPC People of Color Working Group!

When: Wednesday, November 15th, 2000
12 PM-2PM

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Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.s)
in the Sanctuary

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Agenda Items Include:

Time Goal:

- Check-in 10 min.
 - POC Response to CDC HIV Prevention Strategic Plan 10 min.
 - Cultural competency and the full council 45 min.
 - Regular Meeting Time 15 min.
 - Top 5 Concerns: Strategies to impact them 25 min.
- People of color & research, statistics & rates of infection
Cultural competency issues for the full council
Interface with the full council
AIDS dissidents and race/class issues
How minority AIDS Initiative (CBC) money is spent

We will have a light snack too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

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Members Present	Members Absent	Guests
Teresa Betancourt	Yvette Flunder	Trena L. Patton
Al Cunningham	Gwen Smith	
Mazdak Mazarei	Tae-Wol Stanley	
LaMirdred M-Anderson	Martha Ugarte-Ortiz	
Kyung-Hee Choi	Edd Lee	Support Staff
Janetta Johnson	Erick Brown	Rona Esquieres, Polaris R&D
Brenda Escobar	Maria Rinaldi	
	Staff	
	Gigi Gregory, HPS-A0	
	Lisa Reyes, HPS-A0	

The meeting convened at 12:24 p.m. with Al Cunningham as facilitator.

1. Introductions/Check In/Announcements

Gigi Gregory passed out a meeting flyer for SPAT, a program specializing in HIV prevention awareness and harm reduction in special populations. Gigi invited members to attend the meeting, which is scheduled for November 22, 2000 from 1 to 3 p.m. LaMirdred Anderson announced that the Iris Center was recently funded an expansion grant from the CDC to start an HIV prevention and substance abuse program to expand services to communities of color beginning in December, and the Center is looking for a Program Director.

2. POC Response to CDC HIV Prevention Strategic Plan

The written response to the CDC HIV Prevention Strategic Plan was written by Al, based on the list of comments and recommendations gathered from the last People of Color Meeting. Copies were circulated for members.

3. Cultural Competency Tool

Members had been given a copy of the Cultural Competency Tool at the last meeting and were asked to read the document for discussion at today's meeting. Mazdak Mazarei recounted the history of the Cultural Competency Tool. The Cultural Competency Tool in the addendum to the HIV Prevention Plan and was sanctioned by the Full Council. It took several years to develop this tool. He explained that it was intended to serve as a set of guidelines for which HIV prevention providers could increase cultural awareness and sensitivity in a client-centered environment. Simultaneously, the Department of Public Health was developing their own Cultural Competency Tool, entitled Policy 24. Due to the overlap, it was decided that the Council adopt Policy 24. The need for cultural competency trainings arose when Council members reacted to the events of an earlier training, in which a major racial/ethnic group was left out during an activity called the Power Shuffle. Upon the recommendation of the former Cultural Competency Task

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Force Committee, it was agreed to conduct at least 2 cultural competency trainings per year. The last training was done over a year ago, however members felt that there was low attendance and recalled the discussions to be unsubstantial.

It was voiced that there seems to be no real commitment by the Council to pursue cultural sensitivity if there is disregard for trainings and people do not respond. Members may also not have a grasp of what the real issues are or there is uncertainty about the outcome, based on perceptions and current dynamics of the Council. There was further discussion as to what structural solutions would best help encourage this process to move forward. A suggestion was made to request the Membership Committee, and perhaps in conjunction with the Process Evaluation Team, to conduct an assessment of how Council members feel about cultural competency within the Council and develop recommendations about what changes could be made. Based on the results, a strategic plan could be implemented, upon approval by Co-Chairs and the Full Council, to enhance and continue the cultural competency task that is already in place. The Membership Committee could also be asked to look into individuals who conduct cultural competency trainings if members feel a strong need for education and understanding right now. Al will talk to Maria to see that the recommendation to request Membership to pursue this issue is on the agenda for the next Co-Chairs meeting.

4. Regular Meeting Time

There was discussion as to whether or not this group would have a regular meeting time. It was agreed that it would be helpful for the committee to opt for a regular time so members could plan their schedules ahead. It was recommended that the next meeting be scheduled for the second Wednesday of December from 1 to 3 p.m. and future meetings will continue to be scheduled on the second Wednesday of every month thereafter. This schedule may be subject to change upon feedback of members who were not present for this meeting. A final schedule would be determined at that time.

5. Top 5 Concerns and Strategies to impact them

People of color & research, statistics & rates of infection

Al recommended that this group invite an epidemiologist and other staff from the Department of Public Health to present statistics. This pertains to the concern of People of Color in research, statistics, and rates of infection, specifically in San Francisco.

Cultural Competency issues for the Full Council

Discussed earlier under the agenda item # 3.

Interface with the Full Council

There will be ongoing discussion on the issue of interface with the Full Council at future meetings. In the meantime, this group needs to think about the extent of how much direct organizational connection they should have with the Full Council. This could be discussed in greater detail at the next meeting. The group also needs to decide which organizational structure it wants. Gigi and Lisa will come up with definitions for each of

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the organizational structures (caucus, working group, and committee) and the implications of each structure for the group to function.

AIDS dissidents and race/class issues

AI reported that a new group called The AIDS Activists Against Violence and Lies has been challenging Act Up San Francisco. AI stressed the importance of People of Color voicing a message against violence and harmful tactics connected with AIDS activists and the impact it has on race and class issues. They will revisit this topic in January and possibly invite someone from this group to one of their future meetings.

How minority AIDS Initiative (CBC) money is spent

Discussion on CBC money has been tabled for the next meeting.

Meeting adjourned at 2:02 p.m.

*Minutes prepared by Rona Esquienes of Polaris Research & Development, Inc.,
Minutes reviewed by Gigi Gregory, HPS/AO staff*

Come to the HPPC People of Color Working Group!

When: Wednesday, December 13th, 2000
1PM-3PM

Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.s)
in the Sanctuary

Agenda Items Include:

• Check-in	10 min.
• Regular Meeting Time	15 min
• Co-Chairs' Request	10 min.
• Co-Chairs Election	10 min.
• Cultural competency and the full council	25 min.
• Organizational Structure & Interface with full Council	25 min

Time Goal:

We will have a light snack too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

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Come to the HPPC People of Color Working Group!

When: Wednesday, January 17th, 2001
1PM-3PM

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Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.s)
in the Sanctuary

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Agenda Items Include:

Time Goal:

- Check-in
10 min.
- Meeting Process
 - Co-Chair Election
 - Minutes
 - Food
 - Staffing
 - Facilitation
 - Structure
 - Meeting Time
 - Evaluation40 min
- Report on Discussion with Co-Chairs 20 min.
- Epi Chapter Map Discussion 30 min.
- Cultural Competency Issues 20 min.

We will have a light snack too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

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HIV PREVENTION PLANNING COUNCIL
 People of Color Working Group
 Summary Minutes of Meeting
 January 17, 2001

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Members Present:	Members Absent:	Support Staff:	Guests:
Rev. Yvette Flunder	Janetta Johnson, on leave	Gigi Gregory, <i>DPH/HPS</i>	Trena Patton ?
Al Cunningham	Kyung-Hee Choi	Lisa Reyes, <i>DPH/HPS</i>	
Teresa Betancourt	Brenda Escobar		
La Mildred	Mazdak Mazarei		
Mackabee-Anderson			

1. Check-in/ Announcements

Check-in Everyone introduced themselves and said what they did to celebrate Martin Luther King's birthday.

2. Process Discussion**Co-Chair Election**

Al and Yvette will continue being the co-chairs for the POC

Minutes

Action minutes will be taken at each meeting by HPS staff

Meetings will not be recorded on tape

Staffing

Members would like HPS staff to continue on as staff support to the POC

Food

The POC decided they would like to serve members a meal.

Facilitation

Co-Chairs, Al and Yvette will continue to serve as facilitators for the meetings.

Structure

POC chooses to remain an on-going Working Group

Meeting time

POC will meet every 3rd Wednesday of the month from 1 to 3pm

Membership

Membership is open, especially to all people of color

Decision Making Process

Decisions are made by consensus by the folks that are present for that particular meeting

Evaluation

POC will invite Process Eval to come once a quarter for 20 minutes to discuss evaluation

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Steering Representation

At this time, POC will not be sending a representative to the Steering Committee.

POC Scope Of Work

POC will keep the same goals that were decided upon at the beginning. Here is a list of them along with some new ones that were jointly identified more recently:

Work jointly with the Membership Committee on issues of cultural competency
Discuss how AIDS Initiative (Congressional Black Caucus) money is spent
Discuss AIDS dissidents in relation to Race/Class issues
Evaluate ethics regarding inclusion of people of color, women, and youth in research
Evaluate how people of color are reported in HIV/AIDS statistics
Discuss issues regarding the transgender community
Find ways the POC can work with communities of color
Develop the support component of the POC Group to enhance POC retention on the Council

Process Discussion Wrap-Up

Staff was requested to write up the description of the POC along with a list of goals and e-mail it to the POC Co-Chairs tonight in preparation for their meeting with the HPPC Co-Chairs tomorrow, the 18th of January.

3. Consensus Meeting

The POC Co-Chairs are invited to attend the Consensus meeting which will be held this Friday, 9-5 PM. Issues to be raised include skewing of data due to a lack of participation of people of color in the consensus meeting itself. Al plans to attend, but does not know if Yvette is free to attend.

4. Population Maps: POC has been asked by the Plan Revision Committee to review the way people of color are to be represented via Living AIDS Case maps in the Epi chapter. The group reviewed 2 options:

Option 1: 12 maps: 8 maps, one for each BRP

4 maps of ethnic groups: African American
Asian/Pacific Islanders
Latinos
Whites

Option 2: 8 maps, each with an accompanying table showing the race/ethnicity breakdown for that BRP.

The Group discussed the different options. There were advantages to having all 40 maps because when providers are using the Plan to write a proposal, they often need very specific information. However, the group decided on a new option which it developed to maximize the information provided utilizing fewer maps:

Option 3, a combination of Options 1 and 2. There would be 8 maps, one for each BRP along with an accompanying chart and the 4 maps for each ethnicity.

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January 17, 2001

4. Council Diversity Trainings

Since the Membership Committee has the primary responsibility for planning the trainings, it was suggested that POC members can participate with Membership in developing the direction of the trainings.

Agenda For Next Meeting

Report on the POC Co-chairs' meeting with the HPPC Co-Chairs

Report on Cultural Competency plans

Report on the Consensus Meeting

Next POC Meeting :

February 21st

1-3 PM

1025 Howard

Lunch will be served!

Minutes prepared by Gigi Gregory ,and Lisa Reyes DPH/HPS

Minutes reviewed by Al Cunningham, People of Color Working Group Co-Chair and Yvette Flunder, People of Color Working Group Co-Chair

Come to the HPPC People of Color Working Group!

When: Wednesday, February 21st, 2001
1PM-3PM

Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.s)
in the Sanctuary

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Agenda Items Include:

- Check-in
- Report on meeting with Co-Chairs
- Diversity Training Update
- Report on consensus meetings
- Small Group Discussions
 - Women's Group
 - Gay & Bisexual Men's Group
- Report Back from small groups
- Report to Steering/Council
- Agenda Items for next meeting

Time Goal:

10 min.
10 min.
10 min.
10 min.
40 min.

10 min.
5 min.
5 min.

We will have a substantial meal too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

*NOTE: All meetings are open to the public and
are held in handicapped accessible facilities.*

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HIV Prevention Planning Council
People of Color Working Group
Action Minutes of Meeting
February 21st, 2001

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Members Present: Rev. Yvette Flunder, Al Cunningham, Martha Ugarte-Ortiz, La Mirdred Mackabee-Anderson, Trena Patton, Leerma Anderson

Members Absent: Janetta Johnson (on leave), Kyung-Hee Choi, Brenda Escobar, Mazdak Mazarei, Teresa Betancourt

Support Staff: Gigi Gregory, AO Lisa Reyes, AO

1. **Check-in/ Announcements**

- Trena announced that Feb. 23rd is National Black HIV/AIDS Awareness Day.
- Yvette announced that the "One Voice" CDs will soon be released. For more info go to the Leadership Campaign on AIDS on DHS website or arcofrefuge.org

2. **Report on the meeting with Co-Chairs**

- Agenda item not discussed at this meeting

3. **Diversity Training Update**

- HPPC diversity training will be taking place on April 27th from 9-4 at the Firehouse at Fort Mason.
- There will be a 1 hour diversity session at the April 10th HPPC meeting
- Question: Will community members be invited to the all day training?
- Concern from members that 1) only POC will attend 2) that not all members have invested interest in participating
- Follow-up: Martha will bring this issue up at co-chairs, as well as stressing that this is a mandatory training.

4. **Consensus Meeting**

- 4 members of POC attended one of the two consensus meetings: LaMirdred, Al, Leerma and Yvette
- LaMirdred noted that 46 people attended the first consensus meeting, which included 27 researchers at the table, very few women and people of color.
- LaMirdred described the process in which researchers came up with the stats.
- Yvette shared that prevalence was highest in the African American community per capita. That African American/Latina transgenders highest in incidence and prevalence among transgenders, with African American transgenders having a prevalence of 63%
- Concerns that POC have around consensus meeting:
 - that a Ouija or magic 8 ball could have come up with the same numbers
 - who are the researchers accountable to?
 - POC not included in the numbers/can't trust the numbers.

- Proposal: POC will draft a letter requesting studies for African American and Latino communities, and that this should be research with an eye towards prevention.
- Follow-up: Caps has POC researchers, we should invite them to come to a future POC meeting. Also invite Gregory from the Care Council.

5. Population Working Groups

- It was mentioned that Mazdak and Teresa will no longer be able to attend the POC working group. Both of them expressed that they will be attending the Youth Working Group instead.
- One member expressed concern that the co-chairs seemed to have started the additional population groups as a knee jerk reaction to the formation of the POC. She also mentioned that the POC came from the members of the HPPC, versus population working groups, which came from the Co-chairs (top down) and is this appropriate?
- What will the impact of additional working groups be on POC and on additional committees? Concern that the resources are being spread too thin.
- Proposal: It was agreed that this discussion would be brought up during "New Business" at the next HPPC meeting.

6. Agenda For Next Meeting

Women's meeting

Inviting Researchers

Statement regarding Research on POC

Young Women's Study statistics

Faith Initiative

Next POC Meeting :

March 21st

1-3 PM

1025 Howard

Minutes prepared by Gigi Gregory, and Lisa Reyes DPH/HPS

Minutes reviewed by Al Cunningham, People of Color Working Group Co-Chair and Yvette Flunder, People of Color Working Group Co-Chair

Come to the HPPC People of Color Working Group!

When: Wednesday, March 21st, 2001
1PM-3PM

Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.s)
in the Sanctuary

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Agenda Items Include:

- Check-in
- Report from Steering Committee
- Diversity Training Update
- Report on Council consensus discussion
- Small Group Discussions
- Report Back from small groups
- Report to Steering/Council
- Agenda Items for next meeting

Time Goal:

10 min.
10 min.
10 min.
20 min.
40 min.
10 min.
5 min.
5 min.

We will have a substantial meal too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

*NOTE: All meetings are open to the public and
are held in handicapped accessible facilities.*

Come to the HPPC People of Color Working Group!

When: Wednesday, April 18th, 2001
1PM-3PM

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Where: City of Refuge
1025 Howard Street
(between 6th and 7th St.s)
in the Sanctuary

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Agenda Items Include:

- Check-in/ Introductions
-
- Diversity Training Update
- Presentation by Viva Delgado on the Young Women's Survey
- Discussion with guests: people of color from the Ryan White Care Council. Discuss local and regional issues and collaborative efforts.
- Agenda Items for next meeting

Time Goal:

10 min.

5 min.

50 min.

50 min.

5 min.

We will have refreshments, too!

Questions or concerns?

Call Gigi @ 554-9551 or Lisa @ 554-9061

NOTE: All HPPC (HIV Prevention Planning Council) meetings are open to the public and are held in handicapped accessible facilities.

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HIV Prevention Planning Council
People of Color Working Group
Action Minutes of Meeting
April 18th, 2001

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Members Present: Rev. Yvette Flunder, Al Cunningham, Martha Ugarte-Ortiz, La Mirdred Mackabee-Anderson, Trena Patton

Members Absent: Janetta Johnson (on leave), Kyung-Hee Choi, Brenda Escobar, Mazdak Mazarei, Teresa Betancourt

Support Staff: Gigi Gregory, AO Lisa Reyes, AO

Guests: Gregory Richardson, Fernando Gomez Benitez, Gregory Edwards

1. Check-in/ Announcements

- Yvette passed out an email that included that names of bay area researchers who are conducting research on POC regarding HIV/AIDS
- Al spoke about the Human Sexuality Program at San Francisco State University, asked interested people to talk to him
- Gigi reminded people of the Diversity Training on Friday April 27th
- Yvette announced that she will be in South Africa and Ghana for 3 weeks, and to please have her and her travel mates in their prayers

2. Diversity Training Update

- Diversity Training will be on April 27th, 2001 at the Fort Mason Fire House
- Please bring an item(s) that represents who you are in the world

3. Discussion with guests from the Care Council

- Discussion with 2 members of the Care Council: Fernando Gomez Benitez and Gregory Edwards
- Yvette gave them an update on HPPC and the POC
- Discussed the possibility of having a regional conference of POC in the Care Council and the HPPC
- Fernando gave an update on the CARE Council and stated that they are currently updating their strategic plan, and will bring the issue of POC up at their next meeting.
- Greg mentioned that there is a lack of organization in the CARE Council, but that there is strong commitment.

4. Presentation by Viva Delgado on the Young Women's Survey

- Viva Delgado of the Seroepidemiology and Surveillance Section of the AIDS Office gave a presentation on the Young Women's Survey conducted a few years back.

5. Agenda For Next Meeting

- LEERMA

Al raised the matter of Leerma Patterson-Lemons, a POC member who used to work in the Mayor's Office under Mike Shriver. Al proposed that the circumstances surrounding her leaving be placed on the next agenda. The group agreed that Al would call Mike Shriver to find out more information about the disappearance of Leerma Patterson, a former POC member.

- Women's meeting
- Inviting Researchers
- Faith Initiative

Next POC Meeting :

May 16th, 2001

1-3 PM

1025 Howard

Minutes prepared by Gigi Gregory, and Lisa Reyes DPH/HPS

Agenda

HPPC People of Color
Working Group!
Wednesday, May 16th, 2001

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Agenda Items

Time Goal:

- Check-in/ Introductions 10 min.
- Minutes-Additions & Corrections 10 min.
- Follow Up on Leerma 10 min.
- Diversity Training Debrief 10 min.
- African American Health Conference & Summit 30 min.
 - 1. Introduction- Gigi
 - 2. Survey-Testing the survey tool
 - 3. Names & Organizations to invite for June 23rd
 - 4. Names to invite for June 29
 - 5. Statistics Categories for People of Color
- Revisiting the POC Working Group Purpose 20 min.
- Faith Initiative Discussion 5 min.
- Clarification on Committee applications 5 min.
- Women's Meeting 5 min.
- Joining NMAC- the National Minority AIDS Council 5 min.
- Agenda Items for next meeting 5 min.

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HPPC PEOPLE OF COLOR MEETING MINUTES MAY 16, 2001

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MEMBERS PRESENT: Al Cunningham, Janetta Johnson, , Geogry Richardson, LaVerne (Lastname??), La Mirdred Mackabee-Anderson, Treena Patton , Gigi Gregory, Lisa Reyes

MEMBERS ABSENT: Yvette Flunder, Brenda Escobar, Kyung-Hee Choi

CHECK_IN / INTRODUCTIONS:

- Everyone introduced themselves and updated folks on upcoming events.
- Gregory Edwards announced something about a TV series and the possibility of broadcasting it in 5 cities. (AL: Do you remember more about this part?)

MINUTES-ADDITIONS & CORRECTIONS FOR 4/18 MEETING

- The minutes of the 4/18 POC meeting were distributed. There was some discussion on an agenda item #5 of the minutes. The group agreed that that paragraph would read: "The group agreed that Al would call Mike Shriver to find out more information about the disappearance of Leerma Patterson, a former POC member."

FOLLOW UP ON LEERMA:

- Al mentioned that would just like to write Mike Shriver a letter to clarify situation regarding his voicemail. Motion to write the letter was made by Al, and seconded by Janette. Lisa did not vote, stating conflict of interest. Letter approved by consensus and will go to next Steering Committee meeting.
- Al mentioned that he and LaMirdred weren't invited back to second consensus meeting. He feels it was because he and LaMirdred voiced their concern around the lack of research on POC. He mentioned that he would like to invite Mike Shriver to a future POC to discuss this issue, and to also discussed the lack of research on POC at the consensus meeting.

DIVERSITY TRAINING DEBRIEF:

- Janetta apologized for missing the Diversity. Janetta and Gigi planned the menu. Food was great
- Gregory voiced that he really enjoyed the diversity training, adding that he enjoyed the collaboration and diversity.
- LaMirdred wanted to acknowledge the fact that it happened, and that at least is the first step. She also voiced frustration with the fact that one of the facilitators seemed to want to minimizing differences vs. celebrating differences.

- Lisa stated that the membership committee will be working on the follow-up diversity training sessions.
- Some members of this committee would like the Membership Committee to consider the use of different facilitators.

AFRICAN AMERICAN HEALTH CONFERENCE AND SUMMIT

- Gigi announced to upcoming historic events:
 - June 23rd: Community-based health conference
 - June 29th: Report back from the community
- Gigi gave background on AACHIO and the Health Conference and Summit
- Gigi asked who should be invited to June 23rd and June 29th.
- Al expressed that he would like to focus more on community inclusion/outreach

REVISITING THE POC WORKING GROUP PURPOSE

- Al would like the group to revisit the issue of working group vs. caucus
- Al briefly explained the difference between a caucus and working group
- Due to lack of time, this issue will be revisited at the June POC meeting.

CLARIFICATION ON COMMITTEE APPLICATIONS:

- Due to conflict at Diversity Training and misplaced applications, Gigi raised the issue of Community Member Applications for the HPPC.
- Lisa clarified that applications are used for committee's and working groups of the HPPC
- This group opted to not have members fill out applications, but that the group remain open to all interested POC
- This issue will be revisited at a later date

AGENDA ITEMS FOR NEXT MEETING:

- Faith initiative discussion
- Women's meeting
- POC working group purpose

Agenda

HPPC People of Color
Working Group
Wednesday, June 20th, 2001

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Agenda Items

Time Goal:

?? Check-in/ Introductions	10 min.
?? Minutes-Additions & Corrections	10 min.
?? Report back from Africa	10 min.
?? Presentation by Mike Shriver	60 min
?? Faith Initiative Discussion	10 min.
?? Women's Meeting Discussion	5 min.
?? Agenda Items for next meeting	5 min.

NOTE: All HPPC (HIV Prevention Planning Council) meetings are open to the public and are held in handicapped accessible facilities.

Agenda

HPPC People of Color
Working Group
Wednesday, July 18th, 2001

Ark of Refuge
1025 Howard Street
SF, CA

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Agenda Items

Time Goal:

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|--|---------|
| • Check-in/ Introductions | 10 min. |
| • Minutes | 10 min. |
| • Discussion on the Surgeon Generals Response
to the Epidemic | 30 min |
| • Dupont Update | 20 min. |
| • Changes in the CBC Funding Definitions | 20 min. |
| • Women's Meeting Discussion | 5 min. |
| • Agenda Items for next meeting/Next Steps | 10 min. |

07-13-01POS:06 RWD

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HPPC PEOPLE OF COLOR MEETING MINUTES July 18th, 2001

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MEMBERS PRESENT: Al Cunningham, Janetta Johnson, Lisa Reyes

MEMBERS ABSENT: Yvette Flunder, Brenda Escobar, Kyung-Hee Choi, La Mildred Mackabee Anderson, George Nagle, Trena Patton, Gregory Richardson

GUESTS: Lisa Fitzpatrick, SeroEpi Unit- AIDS Office

CHECK_IN / INTRODUCTIONS:

- Meeting began at 1:45 pm with check-in and announcements.

MINUTES-ADDITIONS & CORRECTIONS FOR 4/18 MEETING

- The minutes of the June 6th POC meeting were distributed. These minutes were the Power Point presentation by Mike Shriver.

DISCUSSION ON THE SURGEON GENERALS RESPONSE TO THE EPIDEMIC:

- This was an agenda item that was added by Yvette, who was not able to attend this meeting. Lisa handed out an article title: *"Confronting Stigma, Fear, Discrimination, and Complacency"* The group reviewed the article and shared their thoughts on it.

DUPONT INITIATIVE UPDATE:

- Al gave the group an update on what is happening with his component of the Dupont Initiative.
- Guest, Lisa Fitzpatrick used this opportunity to ask the POC questions regarding their scope of work and research among communities of color
- Janetta gave an update of issues in the transgender community regarding HIV/AIDS.

CHANGES IN THE CBC FUNDING DEFINITIONS

- This item was tabled until the next meeting.

AGENDA ITEMS FOR NEXT MEETING:

- Research on People of Color
- Women's meeting

Agenda

HPPC People of Color

Working Group

Wednesday, August 15th, 2001

1-3 PM

Ark of Refuge

1025 Howard Street

SF, CA

Agenda Items

Time Goal:

- Check-in/ Introductions 10 min.
- Minutes 10 min.
- Update on the African American Men's Social Marketing Campaign 20 min.
- Presentation by Pilgrim Spikes of CAPS 45 min
- Changes in the CBC Funding Definitions 10 min.
- Women's Meeting Discussion 10 min.
- Agenda Items for next meeting/Next Steps 10 min.

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HPPC PEOPLE OF COLOR MEETING MINUTES August 15th, 2001

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MEMBERS PRESENT: Al Cunningham, Gregory Richards, Lisa Fitzpatrick, Lisa Reyes

MEMBERS ABSENT: Yvette Flunder, Brenda Escobar, Kyung-Hee Choi, La Mirdred Mackabee Anderson, George Nagle, Trena Patton

GUESTS: Grace Collings, Pilgrim Spikes- CAPS

CHECK_IN / INTRODUCTIONS

- Meeting began at 1:30 pm with check-in and announcements.

MINUTES-ADDITIONS & CORRECTIONS FOR 7/18 MEETING

- The minutes were approved by consensus by members who were present for the July meeting.

UPDATE IN THE AFRICAN AMERICAN MEN'S SOCIAL MARKETING CAMPAIGN

- Al gave the group an update on the African American Men's Social Marketing Campaign that he is working on through the DuPont initiative. He is currently working on the needs assessment component of it. He expects the results of the needs assessment to be completed by the end of the month.

PRESENTATION BY PILGRIM SPIKES OF CAPS

- Pilgrim Spikes presented preliminary findings of his study. The title of the presentation was: "Creating Community Among Young, Middle-aged, and Older African American Men Who Have Sex with men in the East Bay."

CHANGES IN THE CBC FUNDING DEFINITIONS

- This item was tabled until the next meeting.

Minutes prepared by Lisa Reyes, AIDS Office and reviewed by Al Cunningham

